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#### Contract Database Metadata Elements

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Hospital The And Csea Local 813  
(Soney Hospital Unit)

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## **ARTICLE 1- RECOGNITION**

- Section 1**                    The Hospital recognizes the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, the certified union, by the Sidney Hospital Unit of Delaware County Local 813, pursuant to the terms of the certification issued on March 9, 1970 as the exclusive representative for collective negotiations and the administration of grievances with respect to salaries, wages, hours, and other terms and conditions of employment for employees in the bargaining unit as defined in Article 2.
- Section 2**                    Pursuant to Section 209 of the Public Employees Fair Employment Act of 1967, as amended, CSEA shall have unchallenged representation status for the maximum period allowable under the act.
- Section 3**                    CSEA, Inc., shall have the exclusive payroll deduction of dues for employees who are members of the collective bargaining unit as defined in Article 2.
- Section 4**                    Deduction of Agency Shop Fee - Employer will, for each regular, part-time, and per diem employee who does not authorize Employer to deduct CSEA union dues under Article 1, Section 3, deduct from the wages due such employee in any such month, an Agency Shop fee equal to the regular dues fixed by CSEA for such month. Such Agency Shop fee deduction will continue in force and effect until revoked by (a) an employee's written and signed dues deduction card as stated in Article 1, Section 3 or (b) termination of such employee's employment.
- Section 5**                    The Hospital shall deduct from the wages of employees and remit on a payroll period basis to CSEA regular membership dues and other authorized CSEA deductions for those employees who have signed regular membership applications permitting such deductions. Such dues and premiums shall be remitted to the Civil Service Employees Association, Inc., P.O. Box 7125, Capitol Station, Albany, NY 12224, on a payroll period basis.
- Section 6**                    The employer agrees to submit to the Civil Service Employees Association, Inc. P. O. Box 7125, Capitol Station, Albany, NY 12224, each payroll period a list itemizing the CSEA deductions of each employee.

Section 7

The Sidney Hospital Unit of the Delaware County Local 813, CSEA, Inc., affirms that it does not assert the right to strike against The Hospital, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike.

**ARTICLE 2-**

**BARGAINING UNIT DEFINED**

The Hospital hereby recognizes CSEA as the sole and exclusive bargaining agent for all employees of The Hospital, except the Chief Executive Officer; Assistant Chief Executive Officer; Controller; Assistant Controller; Human Resources Manager; Assistant Human Resources Manager; Personnel Technician; Director of Nursing; Assistant Directors of Nursing; Registered Professional Nurses; Skilled Nursing Care Facility Administrator; Hospital Office Manager; Public Relations Director; Physicians; Secretary to the Chief Executive Officer; Director of Quality Management; Director of Rehabilitation Services; Food Service Manager and/or Dietitian; Superintendent of Buildings & Grounds; Pharmacist; Chief Physical Therapist; Chief X-ray Technician; Chief Laboratory Technician; Medical Records Coordinator; Purchasing Agent; Social Worker; Chief Respiratory Therapist; Nuclear Medicine Technician; Junior Accountant; Reimbursement Specialist. Senior Typist to the Assistant Chief Executive Officer, Chief Financial Officer, Human Resources Manager and Director of Nursing; and Senior Account Clerks responsible for bookkeeping, payroll, and accounts payable who will be exempt as Confidential employees.

The Hospital will provide CSEA Unit President with a copy of postings of any vacancy, other than nursing bargaining unit vacancies, and notifications of promotions of CSEA bargaining unit employees to a position out of the bargaining unit.

**ARTICLE 3-**

**COMPENSATION**

Section 1.A.

Effective January 1, 2001, employees were advanced in accordance with steps from the previous contract. Effective July 1, 2001, a 25 step increment scale will be implemented. All ranges will be raised a minimum of 3.5%, with some titles at a higher rate due to market conditions. Any employee whose new rate at their current step does not increase at least 3.5% will be moved up to the next step which would grant them at least a 3.5% increase. Additional steps for employees going beyond step 25



will be computed at a 1% increment for each step exceeding 25. Effective January 1, 2002, employees will advance on the new steps in accordance with negotiated contract language. In addition, all ranges will increase 2.5%. Effective January 1, 2003, employees will advance on new steps in accordance with negotiated contract language. In addition, all ranges will increase 2.5%. Effective January 1, 2004, employees will advance on new steps in accordance with negotiated contract language. In addition, all ranges will increase 2.5%. See Exhibit A.

Section 1.B.

LABOR/MANAGEMENT COMMITTEE - 1.) Multi-Unit -CSEA and The Hospital agree to participate in a multi-unit labor management committee to deal with labor issues identified by such committee, with the exception of re-allocations of CSEA-represented titles. Meetings will be scheduled on a quarterly basis or more often by mutual agreement.

2.) Re-allocation Committee - CSEA and The Hospital also agree to participate in a committee to review re-allocations of CSEA titles to different grades. Either party may request a committee meeting for this purpose. In such a meeting, any employee holding a position being discussed will excuse themselves from the discussion. (An alternate employee may be appointed in this case). The committee will be comprised of a minimum each of 2 bargaining unit employees and 2 representatives of The Hospital.

Modification, postponement or denial of recommendations from such meetings shall not be subject to the grievance provision of the current labor agreement.

Re-allocation recommendations will be presented to the Board of Managers within sixty days for final approval. A decision by the Board of Managers will be made within sixty days after presentation to the Board and will be binding on both parties. If monetary adjustments are approved, they will be processed on the payroll following the Board of Managers decision.

Section 2

Increments - To be eligible for a step increase each year, an employee must have been compensated for 1,040 hours and be recommended for an increase by their department head through annual performance evaluations. Regular full time salaries are based on 2,080 hours of work annually.

Employees who are already above maximums of the increment schedule shall remain at their current rate of pay until such time as the maximum of that scale exceeds their rate of pay.

### Section 3

Overtime - Each employee shall receive overtime compensation at the rate of time and one-half(1-1/2) of their hourly rate for all hours worked beyond eight (8) hours a day or eighty (80) hours a pay period. Only hours worked shall be considered for the purpose of computing overtime.

All overtime worked on a holiday will be compensated at double time.

In lieu of monetary overtime compensation, an employee may request compensatory time off at the rate of one and one-half (1-1/2) times the amount of time worked in excess of the normal workday or normal work schedule. Accrued compensatory time must be taken within two (2) months of the actual overtime earned. At the discretion of the Chief Executive Officer or designee, the two months may be extended.

On Call personnel electing compensatory time should refer to ART. 3, Sec. 4 On Call below.

Shift premium will be paid, if appropriate, to the time period in which the overtime is worked and provided that the employee works at least three(3) hours overtime in a period during which a shift premium is normally paid.

An employee scheduled to work on the holidays listed below shall be paid for work performed that day at the rate of one and one-half (1-1/2) times the employee's regular compensation rate. Holidays for the 11-7 shift employees will be considered the previous evening before the legal holiday.

Eligible employees will also receive an additional day off at their regular compensation rate during the time frame restrictions as noted in ART. 10 Holidays:

Time and one half holidays:

Easter  
4th July  
Labor Day  
Christmas  
Thanksgiving

Section 4

Shift Differential All employees will receive an additional ten percent (10%) of the employee's regular compensation rate for the evening shift.

All employees will receive an additional eleven percent (11%) of the employee's regular compensation rate for the night shift.

These differentials will be paid provided the employee works at least three (3) hours of a shift between 3 P. M. and 7 A.M. or between the hours of 2 PM and 7 AM in those departments that have a 2 PM to 10 PM shift.

ON CALL - Employees shall receive Two Dollars and Fifty Cents (\$2.50) per hour for each hour they are required to take call. It is a management decision as to who is to be on call.

Each on call employee will receive two (2) hours minimum payment each time they are called back to work. This does not mean each case nor extension of shift. If you have been called in and have completed the work and have clocked out and are asked to wait because your services are required on another case, you will not receive an additional two (2) hours minimum payment; your time is continued by re-clocking in.

Any time worked over two (2) hours will be compensated in half hour increments. Accrual of minutes to equal ½ hour will apply.

When called in to work, call pay will cease at the time the employee begins collecting their regular hourly rate. At no time will an employee collect call pay and a regular or premium hourly rate at the same time. If time worked exceeds eight (8) hours a day, or eighty (80) hours a pay period, time and one-half (1-1/2) will be paid.

On call personnel will still be required to use the time clocks for either an extension of shift or call-backs.

On call employees electing compensatory time will receive a minimum of one (1) hour of compensatory time for call back. If this hour is beyond the eight (8) hours a day worked or eighty (80) hours in a pay period worked, the employee will receive a minimum of one and one-half (1-1/2) hours compensatory time. Please refer to ART 3, SEC.3 for time frame restrictions.

Secondary Call - If a part time employee is called in to replace an individual who goes on a transfer, the employee called into work will receive four dollars (\$4.00) additional for each hour worked.

Call Back - Maintenance employees who are not on call but are called back to work will be paid eight hours of "On-call" pay in addition to their hourly rate. (This does not apply for lab runs.) If time worked exceeds eight (8) hours a day, or eighty (80) hours a pay period, time and one-half (1-1/2) will be paid.

Section 5

Base Rate and/or Regular Compensation Rate - An employee's regular compensation rate and/or base rate as shown in Exhibit A of this agreement will apply to the employee's normal workday and workweek, with the exception of the Spring change to daylight savings time. On that day on the 11 PM to 7 AM shift, employees will be permitted to work a full eight hour shift by working from 10:30 PM to 7:30 AM. Regular compensation and/or base rate does not include overtime or on call payment. Shift differential as defined in Section 4 will be added to calculate vacations, holidays, sick time and personal leave.

Section 6

PROMOTIONS An employee who is promoted to a higher grade position will move to the nearest step in the new grade that is closest to their current salary. The minimum increase will be four percent (4%). If it appears an employee will not meet the eligibility requirements for a step increment the following year, an employee will be placed on the higher step at date of promotion.

Section 7

OUT OF TITLE WORK Employees required to work in a position at a higher grade than the employee is presently working shall be compensated for all actual time worked at Step 1 of the new grade level OR a \$.25 (twenty-five cent) per hour increase, whichever is greater. Any employee who works in the place of their department manager will receive seventy-five cents (.75) per hour in addition to their hourly rate for all actual time worked.

Section 8                    CHARGE PAY FOR LPNs in the NCF - LPNs taking charge of the Nursing Care Facility will receive additional compensation of 60 cents per hour.

Section 9                    All compensated time will be considered in determining step increments, vacation, part-time holidays and personal days.

Section 10                  Modality Differential - A modality differential of thirty-five (35) cents per hour will be paid to Radiologic Technologists who are fully trained and scheduled to perform additional modalities. The additional modalities will be CT Scanning, Mammography, and Bone Densitometry.

#### **ARTICLE 4-                RIGHTS OF CSEA**

Section 1                    The CSEA shall have the sole and exclusive right with respect to other employee organizations to represent all employees in the heretofore defined negotiating unit in any and all proceedings under the applicable law, rule, regulation or statute governing their terms and conditions of employment as well as under this agreement. CSEA may designate its own representatives and appear before any appropriate official of the Employer to effect such representation; to direct, manage, and govern its own affairs; to determine those matters which the membership wishes to negotiate and to pursue all such objectives free from any interference, restraint, coercion, or discrimination by The Hospital or any of its agents.

Section 2                    Employer will provide to CSEA President every six (6) months a list of employees, their address, social security number, last date of hire, job title, department, membership status and CSEA insurance deductions.

Employer will provide to CSEA President on a quarterly basis upon request, a list of new and terminated employees, their date of hire or termination and department.

Section 3                    A duly authorized representative of the Union may visit The Hospital at any reasonable time to discharge the Union's duties as collective negotiating representative.

The employer agrees that no other representative or organization offering benefits or programs similar to those offered or sponsored by the Civil Service Employees Association, Inc. shall be provided

access to CSEA bargaining unit employees without prior discussion with the local union president. These benefits and programs will be discussed on off duty time only.

#### **ARTICLE 5-**

#### **RIGHTS OF EMPLOYEES**

Any employee covered by this agreement shall be free to join or refrain from joining the CSEA without fear of coercion, reprisal, or penalty from the CSEA or The Hospital. Employees may join and take an active role in the activities of CSEA without fear of any kind of reprisals by The Hospital or its agents. An employee may bring matters of personal concern to the attention of The Hospital's representatives and officials and may choose his own representative or appear alone in a grievance or appeal proceeding with the exception that CSEA must be notified and permitted entrance to all such proceedings and must be informed immediately of any decisions surrounding the case.

#### **ARTICLE 6-**

#### **RIGHTS OF THE HOSPITAL**

The Hospital has both the legal responsibility and the sole right to manage its business and, except as limited by this agreement and any appropriate laws, rules, regulations and statutes, to: (a) hire, assign, transfer, promote, demote, schedule, layoff, recall, discipline, and discharge its employees and direct them in their work and (b) control all the property of The Hospital.

#### **ARTICLE 7-**

#### **HOURS OF WORK**

##### **Section 1**

Work Schedule - The basic work schedule shall consist of five (5), eight (8) hour days, with two (2) days off or ten (10) eight (8) hour days with four (4) days off in those departments requiring seven (7) days a week coverage.

Alternate Work Schedule #1 - Management reserves the right to implement an alternate work schedule of four days per week, ten hours per day. When an employee is working a four day per week, ten hour per day schedule, any hours worked over ten in a day or forty in a week will be compensated at overtime rate. Benefit time will be taken as ten hour days for vacation or sick days. Personal time will remain the same. Float and calendar holidays will be paid out as ten hour days.

First choice for the new schedule will be based on seniority of qualified employees. If no current qualified employees opt for the alternate schedule, then it will be assigned to the least senior qualified employee.

Alternate Work Schedule #2 - Management reserves the right to implement an alternate work schedule of two days per week of twelve hours and one day per week of eight hours per day. If an employee is working under this alternate work schedule, any hours worked over twelve hours in one day or forty hours in a week will be compensated at overtime rate. Benefit time will be taken as either eight or twelve hours per sick day, vacation day, float holiday, or calendar holiday, depending on how the employee was scheduled. Personal time will remain the same. Benefits will be prorated except for health insurance, which will be the same as for a full time employee.

First choice of the new schedule will be based on seniority of qualified employees. If no current qualified employees opt for the alternate schedule, then it will be assigned to the least senior qualified employee.

## Section 2

Maintenance Department Work Schedule - Full time Maintenance employees may be scheduled to work one hour each on Saturday and Sunday with seven hours on-call for each of those days. Employees working that weekend schedule will work an additional 38 hours during the week so that the total hours per pay period will amount to 80 regular hours. Schedules will be posted bi-weekly.

Work schedules will be established, as needed, to efficiently staff the operation of a 24 hour a day, 7 day per week healthcare facility. Management reserves the right to change the routine schedule of hours worked in a department, but will notify the affected employees and the president of the local unit two (2) weeks in advance of any permanent change. The Hospital shall provide the unit president with the current schedules as of a date agreed upon by the parties. The Hospital shall also provide the unit president with a list of schedules on a semi-annual basis. Exhibit One will be deleted from the contract.

WORK DAY - Is defined as 7 A. M. to 7 A. M. to coincide with the normal three (3) work shifts.

Rotating and Split Shifts - Since The Hospital must give twenty-four (24) hours a day, seven (7) days a week coverage, employees may be asked to work a rotating shift in order to give patients service at all times. This may necessitate working overtime and split shifts. In all cases, the employee shall be given reasonable notice as to the work schedule each employee is to work. If twenty-four (24) hours advance notice is not given and a full time employee is called in to work on his day off, he will be paid at the rate of time and one-half (1½) for all hours worked.

## **ARTICLE 8- LAYOFFS, RESIGNATIONS, CORRECTIVE ACTION, TERMINATIONS**

Section 1 Layoffs - A layoff may be for any number of days or may be indefinite. The Hospital will give a regular full time or part time employee at least twenty-one (21) calendar days notice of a layoff or compensation at the regular base rate of salary to the extent such notice is deficient. Layoffs' will be determined by years of seniority within job classifications in each department.

Section 2 Resignations - Any employee who resigns their position at The Hospital must give written notice of twenty-one (21) calendar days in addition to scheduled vacation days, or forfeit all vacation and/or holiday benefits. However, vacation and/or holiday benefits shall be prorated rather than forfeited if a written notice of at least seven (7) calendar days is given. After receipt of resignation, there will be no use of any personal days or float holidays unless approved by department head prior to submission of resignation and only if approved by administration after submission of resignation. Vacation time cannot be used within the twenty-one (21) days period unless approved by the CEO.

Section 3 Corrective Action Procedures - The following procedure is established as a guideline to be used with respect to an employee's unsatisfactory performance, attitude and conduct. (This does not replace the annual evaluation forms.)

This procedure has been formulated so that all employees will receive fair, timely, and objective counseling, if necessary.



### Corrective Action Procedures

- Step 1- If an employee's performance, attitude, or conduct does not meet the standards determined by management, the employee will be counseled.
- At this counseling session, the problem will be stated, recommended corrective action to be taken, a time frame set for its correction, and a date set for evaluation of the results.
- Step 2- At this step, a formal written report will be completed. Again, the problem will be stated and that the employee was counseled on a specific date, corrective action to be taken, a time frame for correction, and a date scheduled for review. The report is to be signed by the department head and the employee. A copy given to the employee and one to be placed in their personnel file.
- Step 3- At this step, the same procedure will be followed as stated in Step 2. At this level, it will be noted on the report that failure to correct the problem within a specified time could result in adverse action, up to and including dismissal.

## Section 4

### Terminations

- A. During Three (3) Month Probationary Period - If an employee is placed on the payroll before reference checks or physical examinations have been submitted to Personnel, continued employment will depend on satisfactory responses on both reference checks and physical examinations results. If an employee's work performance is considered unsatisfactory at any time during the three (3) month probationary period, The Hospital may discontinue his/her services without notice.
- B. After Three (3) Month Probationary Period - If an employee is terminated after the three (3) month probationary period, he/she will be given two (2) weeks notice; unless gross violations have been committed, in which case, no notice will be given. Gross violations of duty, hospital policies, patient or personnel safety,

insubordination or immoral or illegal conduct are causes for immediate dismissal with no terminal benefits. If requested in writing, within ten (10) calendar days, by a discharged employee with a permanent appointment in a position classified as competitive by the Civil Service Commission, charges and specifications will be brought by The Hospital against the employee, and the provisions of Civil Service Law Section 75 will prevail in relation to the procedures for a hearing, the sole purpose of the hearing to determine if the finding of guilt and dismissal are justified as discharged.

Employees with a permanent appointment in a competitive position may request a hearing under Section 75 of the Civil Service Law or Arbitration as provided in Article 18 of this contract; but not both procedures. All others have rights under Article 18.

## **ARTICLE 9-**

### **CLASSIFICATION OF EMPLOYEES**

Probationary Employee Probationary Employees are all classifications of employees who have worked less than three (3) consecutive months. All FT employees must complete 3 months or 480 hours (whichever is greater) of work before fringe benefits will be compensated. Part time employees must complete 4 months or 480 hours (whichever is less) of work before fringe benefits will be compensated. Employee changing from FT to PT or PT to FT during this period, must meet the 480 hr. requirement.

Regular Full Time Employee - One who is employed on a regular (year round) basis to work a forty (40) hour workweek. A regular employee will receive full fringe benefits after completing their probationary period.

The employee will earn all fringe benefits from the first day of hire, but these benefits are not to be taken until the completion of the probationary period. Fringe benefits are defined as health insurance, vacation time, sick leave, sick days, holidays, personal days and all other leaves of absence which are paid for or unpaid.

Regular Part Time Employee - One who works a regular schedule of at least sixteen (16) hours, but not more than forty (40) hours weekly. Regular part time employees will qualify for pro-rated vacation, sick days, funeral leave and holiday benefits. Personal days will be pro-rated per Article 12.

Per Diem Employee - One who does not work a regular schedule. Per diem employees cannot use sick leave or vacation benefits while employed in a per diem status. This employee will not earn any fringe benefits or seniority, nor does this employee have any bidding rights for posted positions. Per Diem Employees may apply for posted positions, and will be given consideration, if no part time or full time employees apply.

Temporary Employee - One who is hired to replace a full time or part time employee who is out on paid time off or unpaid leave of absence. Any employee hired either full time or part time will receive all fringe benefits as defined above, that a regular employee in those classifications would receive, with the exception that a full time temporary would not receive the paid health insurance for the first six (6) months.

Student Employee - A student employee is a current high school or college student who works no more than thirty (30) hours bi-weekly. Student employees will not receive fringe benefits, seniority, bumping, or lay-off rights.

## **ARTICLE 10-**

### **HOLIDAYS**

#### **Section 1**

All employees with three (3) months or more of regularly scheduled employment who are not on suspension without pay or on an approved leave of absence will be entitled to the following holidays:

New Years	4th July
Memorial Day	Thanksgiving
Labor Day	Float Holiday or
Christmas	Veterans Day
Easter	Float Holiday II

For the first calendar year of employment, full time employees will receive the following Float holidays:

Employed before June 1st	2 Float holidays
Employed after June 1st	1 Float holiday

The floating holiday shall be taken at the employee's discretion, providing he/she requests it two (2) weeks in advance and has Department Head approval. However, no more than one float holiday may be taken during the month of December in any calendar year.

Section 2

Regular part time employees who have completed their probationary period will be eligible to take a holiday for each 260 hours compensated. Fractions of less than 260 hours may be accumulated into the succeeding year for giving holiday credit.

The 260 hours must be accumulated and paid for two (2) weeks prior to the holiday that is to be taken. An employee changing from part time to a full time status, or from full time to part time must have earned 260 hrs. from the last paid holiday to be compensated for the next holiday.

Section 3

For full time employees, all holidays, except the Floating holiday, must be taken within the four (4) week period before or following the particular holiday. However, no more than 1 Float Holiday may be taken during December of any calendar year. Extension of holidays must be approved by Department Managers.

Part time employees must take all holidays within the two (2) week period before or within the (4) four week period after the particular holiday.

Holidays or the Float holidays cannot be taken in half ( $\frac{1}{2}$ ) day increments. Any employee who resigns and is rehired, may not gain benefits by so doing.

Section 4

If an employee resigns and is rehired within a year, or an employee changing from FT to PT or PT to FT, he/she must be compensated for 260 hours by the end of the paid payroll period two (2) weeks prior to the holiday.

**ARTICLE 11-**

**VACATIONS**

Section 1-

For the purpose of calculating vacations only, the employee's anniversary date (last date of hire) will be used.

Amounts - During the employee's first anniversary year of employment, no vacations may be taken. Vacations earned during this first year for all regularly scheduled employees will be pro-rated on the following schedule and taken in the second anniversary year.

Vacations earned during the first anniversary year or portion thereof of employment will be based on the ratio of hours compensated to 2,080 multiplied by ten (10) days, which is the

maximum of vacation that can be earned. Vacation days will be rounded to the nearest half (½) day (4 hrs.). (Ex: 1040 divided by 2,080 multiplied by 10 equals 5 days (or 40 hrs.) vacation.

All regularly scheduled employees will be entitled to the following paid vacation days:

1 year service	2 weeks (80 hours)
2 years of service	3 weeks (120 hours)
10 years of service	4 weeks (160 hours)
15 years of service	+1 additional day (8 hours)
20 years of service	+1 additional day (8 hours)

**Section 2** Vacations may be taken any time during the employees anniversary year depending on Employers' operating requirements. Employees are encouraged to take vacations in five day blocks. Each day of vacation taken by an employee shall be equal to the number of hours per day that the employee is normally scheduled to work.

**Section 3** Vacations may be taken anytime between employee's anniversary date provided length of service has been achieved and approved by management. Requested time off will require management approval.

No vacation may be extended over into the employees following anniversary year without permission of the administrator or designee.

Seniority with The Hospital will govern any dispute regarding vacation requests. Terminal vacations may be allowed on the basis of unused vacation.

**Section 4** Extensions of vacations by lost time will only be permitted by the Chief Executive Officer or designee.

## **ARTICLE 12- LEAVE POLICIES (Paid at Base Rate and/or Regular Compensation Rate)**

**Section 1** **SICK LEAVE** - Sick leave is to be taken for bona fide sickness or injury of an employee; abuse or misuse will lead to appropriate disciplinary action. All regularly scheduled F. T. employees shall earn sick leave at the rate of one-half (½) day (4 hrs.) for each pay

period (maximum of thirteen (13) days per year to accumulate to a maximum of 150 days. Such leave shall be accrued from date of hire, but shall not be allowable for new employees until they have completed their probationary period. Sick leave shall be calculated from January to January.

Sick leave shall only be charged for absence from working days and will be paid at the employee's regular compensation rate. Accrued sick leave in the amount of sixteen (16) hours annually may be used to care for a sick family member.

Regular part-time employees shall earn sick leave hours on a pro-rated basis.

Illness or injury reports: If any employee is in any way injured while pursuing duties or while on hospital property, he is to report immediately to his department head.

Illness notification An employee must notify their supervisor that the employee is unable to report for duty because of illness at least one (1) hour prior to the day shift, two (2) hours prior to the evening shift, and two (2) hours prior to the night shift. Unless proper notice is given, the employer is not obligated to pay for eligible sick time.

After the third (3rd) consecutive day of illness, an employee will be required to furnish a physician's certificate to be compensated for the day(s).

An employee who calls in ill the day before or after a scheduled day off, may be required to furnish a physician's certificate to be compensated for the day(s).

Upon retirement from The Hospital, each full time and part time employee who meets the New York State Retirement System vested right mandate of five (5) years and who will then be paid New York State pension, will receive five dollars (\$5.00) for each unused accrued sick day.

## Section 2

Personal Day - All regular full time employees shall be entitled to up to three (3) paid personal days per year to conduct personal business. Such leave may be taken in one hour increments and will require department head notification and prior approval.

Restrictions- If, in the 1st 6 months of the calendar year, an employee uses 3 days of their personal days, and leaves employment in the first 6 months of the same calendar year, one day (8 hours) will be deducted from their final paycheck.

For the first calendar year of employment, full time employees will receive the following:

Employed before April 1st	3 days
Employed before July 1st	2 days
Employed before Sept. 1st	1 day

No more than one (1) Personal day may be taken during December of any calendar year.

Part time employees will receive pro-rated Personal days as follows: For every 416 hours compensated, employees will receive  $\frac{1}{2}$  Personal day (4 hrs.) to a maximum of three days each calendar year.

### Section 3

Funeral Leave - A regular or part-time employee shall be entitled to a maximum of three (3) consecutive days, if scheduled to work, at the employee's regular compensation rate for death of someone within the immediate family. Immediate family will include the employee's current spouse, children of the employee, the employee's mother, father, brother, sister, grandparents, grandchildren, parents of the employee's spouse, son- or daughter-in-law or any step relations that may exist in the immediate family definition. Any other blood relative actually residing with the employee also shall be considered as a member of the employee's immediate family. There shall be no restrictions on the number of funeral leaves per year. In the event of a delay in funeral or interment, one (1) of the three (3) days may be used later.

The three (3) consecutive days shall begin the time the employee is notified of the death. If the employee has already worked that day, the three (3) days shall begin the following calendar day. If someone is notified while at work and can be relieved, they may designate that the balance of the shift be counted as the first (1st) day of funeral leave.

(Clarification of 1st funeral day if employee has worked part of day):

Partial time worked for the 1st designated funeral day may be taken up to one month later (time worked is not time and one half). EX: Employee works 2 hrs. and is notified of a death, if employee elects that day as their first funeral day, the employee may take the 2 hrs. off within a month of its occurrence.

#### Section 4

Worker's Compensation and Disability Benefits - As a protection against total loss of income during periods of illness, The Hospital shall provide:

A. Worker's Compensation under which employees are protected should employees become disabled because of accidental injury arising out of an accident in the course of their job or because of an occupational disease. The supervisor will advise employees concerning reporting procedures and the current benefits of this coverage.

Pavement of Health Insurance during first three consecutive months of injury- The following benefit will apply during a calendar year. During the first three consecutive months of time lost due to a Workers Compensation injury, the employee shall have the option of using sick leave or use the workers compensation wage benefit. If the employee chooses the workers compensation option, the employee shall receive the contractual health insurance benefit for the 1st three consecutive months of lost time.

B. New York Disability Benefits under which employees are protected should employee become disabled by an off-the-job injury or illness. An employee should consult his/her supervisor concerning the details of this coverage.

#### Section 5

Leave of Absence Without Pay - All regular full time employees who have completed six months of continuous employment with The Hospital may be granted unpaid leave of absence up to one year requested in three month increments for personal illness, someone to remain at home with a child after the expiration of the person's temporary disability, life threatening illness or injury of current spouse or children, education at an accredited educational institution and military service as required by law.



At employer's discretion, employees may be granted up to sixty (60) days leave for urgent personal reasons. An employee on leave pursuant to this section will not accrue any benefits under this agreement, but will retain all previously accrued benefits. (Maternity leave is governed by State laws concerning disability).

A part-time employee shall be entitled to pro-rated benefits under this section and will be calculated on the number of hours compensated in the previous year, divided by 2,080 and multiplied by twelve (12).

Requests for a Leave of Absence must be in writing on a form supplied by the Human Resources Department. If extensions for a leave are needed, a written request must be submitted to HR before the current leave expires. The employee will notify HR of the date of return within one (1) week of expiration of Leave of Absence. Failure to return to work at the expiration of a leave will be considered a voluntary resignation unless the employee is critically ill or unable to notify directly or through family members.

Employees will be required to furnish within the first three (3) months of pregnancy, a statement from her physician establishing the anticipated date of childbirth and that, in the physician's best judgment, the employee is physically and mentally capable of performing all the duties of her job position in a safe and efficient manner. A request for Leave of Absence would not be denied for failure to submit this statement.

#### Section 6

When on an approved leave, which qualifies under the Family and Medical Leave Act, employees are required to use all available Sick Leave. Vacation, float and personal time may be used at the employees discretion. If an employee does not use all vacation, float, or personal leave while on approved leave, they may not scheduled vacation, float, or personal time off for sixty (60) days after returning from leave of absence.

#### ARTICLE 13-

#### CSEA BUSINESS

A total of fourteen (14) days per year during working hours shall be granted to be used by no more than four elected CSEA officers, without loss of pay or benefits, to attend meetings, proceedings, conventions, region meetings, or CSEA Board of Director meetings held away from The Hospital and called for by CSEA.

No more than nine (9) days of paid leave time may be used by any one member in a calendar year.

The Unit President shall notify the appropriate department head and personnel officer, in writing, at least ten (10) working days in advance of the dates the time is to be used. Said notice will specify the employee using the time, their title within the unit, the dates requested off, and the number of paid leave days to be utilized by each employee. Departmental approval of time shall be dependent on the work requirements of the department, but shall not be unreasonably denied. Time away from The Hospital will be documented on the employees timecard by the employee.

A list of current CSEA elected officers of The Hospital bargaining unit shall be submitted to the personnel officer on an annual basis, or when there is a change in the officers due to elections or other circumstances. The elected unit president will submit this list within one (1) month of any changes.

Time Spent at the negotiating table will not be counted in the fourteen (14) days.

Additionally, a reasonable number of CSEA represented employees shall be granted a reasonable amount of time, without loss of pay or benefits, for the purpose of participating in mutually scheduled meetings of special committees established pursuant to other articles of this agreement or mutually scheduled meetings of management and employees. These members may, or may not, be elected officials of the unit, and a list of the employees who regularly attend these meetings shall be provided to their department head and the personnel officer as soon as practicable. It will be the responsibility of the affected employee to arrange to be excused from their work with their respective manager prior to attending these meetings. Prior approval shall be dependent on the operating needs of the department. It will be the responsibility of the department head to document the approval of such meetings on the employees schedule and to keep track of the hours for productivity and overtime calculations.

#### **ARTICLE 14-**

#### **BULLETIN BOARDS**

The Hospital will make available to CSEA, suitable bulletin board space on which to post official CSEA notices and other notices of an association nature. Said bulletin board space shall clearly be

identified as CSEA space and every notice posted thereon shall bear the signature or facsimile of a duly authorized CSEA representative.

## **ARTICLE 15-**

### **RETIREMENT PLAN**

The Hospital now provides four (4) distinct plans in the New York State Retirement System.

**TIER ONE** -Employees who became members on or before June 30, 1973 are covered by the Basic Plan with five percent (5%) Reserve for Increased-Take-Home-Pay as amended by Section 75 of the Retirement Plan.

**TIER TWO** -Employees who last became members on or after July 1, 1973 are covered by the Basic Plan with five percent (5%) Reserve for increased-Take-Home-Pay as mandated by Article II of the Retirement and Social Security Laws.

**TIER THREE** -Employees who last became members on or after July 1, 1976 are covered by the Coordinated Escalator Retirement Plan as mandated by Article 14 of the Retirement and Social Security Laws.

**TIER FOUR** -Employees who joined or rejoined the system on or after September 1, 1983 are covered under Article 15 Coordinated Retirement Plan. In accordance with Article 14-A of the Retirement and Social Security Law, a deferred compensation plan will be offered to all members of each retirement plan.

The Hospital will provide all full time and part time employees appropriate application forms for joining the Retirement System, but it will be the employee's responsibility to fill out and return the forms during the first payroll period in which they are hired.

## **ARTICLE 16-**

### **HEALTH INSURANCE**

#### **Section 1**

The Hospital will continue to provide a comparable health insurance plan for full time and part time employees after they have completed their probationary period. The Hospital will also pay for half of the premium cost for dependents of full time employees. After six (6) months of employment, full time temporary employees will receive the same insurance benefits as regular full time employees.

Effective September 1, 2001, for the term of this contract, the Select Plan shall be MVP HMO, Coplan 15.

If the Select Plan is elected:

Full time employees will contribute five per cent of the premium per month towards individual coverage. Full time employees with family coverage will contribute five per cent per month towards the individual plan plus half of the premium for dependent coverage.

If another, more expensive plan is elected:

Full time employees will be required to contribute five percent of the premium per month towards individual coverage, plus the difference between the elected plan and the Select Plan. Full time employees with family coverage will contribute five percent per month towards the individual plan plus half of the premium for the dependent coverage, plus the difference between the elected plan and the Select Plan.

The Employer or CSEA may substitute a health insurance plan, including Point of Service, after mutual agreement of both CSEA and the Employer.

Point of Service will be provided to all full-time employees who select such plan. Premium contributions will be the same as provided in Section 1.

The employer or CSEA may substitute a Point of Service plan after mutual agreement of both CSEA and the employer.

Prescription Plan - A cost plus 15% prescription plan through The Hospital pharmacy will be available to; all CSEA employees, their spouses and children who reside together in the same household.

## Section 2

If full-time or a part-time employee is covered by a medical insurance plan that is offered by the Hospital to its employees or which has comparable benefits and is accepted by the Hospital, the following will apply:

Where allowed by plan or law, if such an employee is insured and is provided services by the Hospital or an affiliated clinic, upon exhausting the benefits of any plans for regular charge The Hospital will absorb the difference between covered charges and the plan benefit for the insured.

Part Time Employees - Part time employees may elect health insurance coverage, paying 100% of the premium.

## **ARTICLE 17-**

## **MISCELLANEOUS WORKING CONDITIONS**

### **Section 1**

Pay Period - Salary shall be paid on a bi-weekly basis on alternate Thursdays. Pay periods are from Sunday through the following Saturday. Paychecks may be picked up between 7 a. m. and 3 p.m. on alternate Thursdays.

### **Section 2**

Meals The Hospital cafeteria will have food available for all employees at a nominal cost. Meal breaks must be taken on the campus of The Hospital as long as meal breaks are compensated by The Hospital.

All employees working at least three hours per shift will be allowed a prorated, combination break and meal period.

### **Section 3**

Tuition Refund - After one (1) year of full time employment, full time employees covered by this agreement; will be eligible for full tuition reimbursement for up to a maximum of eight (8) credit hours per semester (sixteen (16) credit hours per year) if a grade of "C" is attained, for education courses of a job related nature. To be eligible for this tuition refund, an employee must secure prior written approval from the Chief Executive Officer. In addition; an employee must provide proof that he/she has successfully completed the course(s) for which tuition refund is to be granted. If reimbursement is denied, the Chief Executive Officer or designee shall give the reason for denial in writing. Employees will be required to sign an agreement to refund The Hospital the full amount of the tuition reimbursement if the employee ends their employment for any reason within one year of receiving reimbursement.

#### R.N. TUITION -

A. Full tuition reimbursement is available for all college credit courses, prerequisites and challenge exams, leading to an RN degree, pending successful completion. In order to receive Reimbursement, employees must notify Human Resources prior to taking courses.

B. The Hospital reserves the right to evaluate the student's motivation and academic standing, and provide counseling as needed. Reimbursement will not be granted for any course grade below straight "C". Employees will be required to sign an agreement to refund The Hospital the full amount of the tuition reimbursement if the employee ends their employment for any reason within one year of receiving reimbursement.

C. The Hospital will guarantee two (2) G.N./R.N. positions a year for career laddering employees. Others will be hired depending on the operating needs of The Hospital.

#### Section 4

Seniority: Acquisition - A regular full time or part time employee will acquire seniority after completing the probationary period, and such seniority will then date from the beginning of most recent employment.

A per diem employee or student employee will not acquire seniority.

#### Section 5

Seniority: Definition & Types - Seniority means length of continuous employment by employer in a position covered by this agreement. There will be two (2) types of seniority: (a) regular, for a regular employee and (b) part time, for a part-time employee.

#### Section 6

Seniority: Leave of Absence - An employee who is on a leave of absence will retain but not accrue seniority.

#### Section 7

Seniority: Retention - An employee who resigns will retain, but not accrue seniority for one (1) year, provided employer re-employs him or her during such time.

- Section 8                      Seniority: Loss - An employee will lose seniority (a) by discharge, (b) by resignation (except as stated in Section 7), (c) by failure without a reasonable and valid excuse to return to work from layoff within five (5) workdays after receiving notice of recall, or (d) there will be a loss of seniority for an employee who obtains a leave of absence or extension by false pretense, or who, without a reasonable and valid excuse and diligent effort to notify employer in advance, fails to report for work on expiration of any leave or extension thereof.
- Section 9                      Seniority: Application - To the extent permitted by law, departmental seniority will apply to (a) layoff and recall and (b) vacation time selection. In vacation time selection, seniority will be subject to employer's operating requirements.
- Section 10                    Seniority: Lists - Employer will post a seniority list by February 15 each year giving the name, date of hire and accumulated seniority. The posted list will conclusively establish an employee's seniority unless the employee protests it in writing within thirty (30) calendar days from the time it is posted, or, if the employee is on leave of absence or vacation or otherwise unable to protest it within thirty (30) days, the calendar days will begin when the employee returns from such leave or vacation or such disability is removed. Once seniority is conclusively established through the above process, the posting of a subsequent seniority list does not reopen any questions conclusively established by a prior list. Upon written request of the unit president, this list will be updated every six (6) months by deleting terminations and adding new hires. On an annual basis, the unit president may make a written request for a list of employees in the bargaining unit by grade and step. The list will be provided within thirty (30) days.
- Section 11                    Health - Employer will continue to provide annual health assessments (including physical, at the employee's option performed by our Emergency Room physicians or Clinic providers) and such additional diagnostic procedure and immunization as required by the New York State Hospital Code. Employees are expected to complete established procedures on a timely basis as designated by the employer. If during pre-employment physical examination the physician requests additional testing which is not part of the routine tests, it will be the responsibility of the employee to assume the costs of these tests.

Section 12            Mileage Reimbursement - All employees who are required to drive their own vehicles for hospital business will be allowed the mileage reimbursement rate as established by the Internal Revenue Service in January of each year. Prior approval from Department Manager must be secured to receive reimbursement.

Section 13            Jury Duty - All full time employees will receive paid leave for required jury duty in accordance with current Judiciary Law. An employee on such leave will be paid the difference between the allowance the employee received from such service and the pay the employee would have received at their regular compensation rate to a maximum of eight (8) hours per day.

Part time employees will be paid for jury duty up to the minimum as required by current Judiciary Law. Such employees will be paid only for the number of hours and days scheduled to work.

Section 14            Health & Safety - Employer will observe all applicable health and safety laws and regulations and, consistent with its established practice, will take all steps reasonably necessary to assure employee health and safety.

Every employee will observe all applicable health and safety laws and regulations and comply with all Employer health and safety' rules and regulations.

The existing Hospital Safety Committee shall be continued and shall have two (2) bargaining unit employees. The Chairman of the Safety Committee will appoint members from a list submitted by the bargaining unit President.

Section 15            Performance Evaluations - An annual job evaluation containing an unfavorable rating shall be accompanied by the following:

- o        A written rationale for the rating;
- o        A written suggested course of improvement;
- o        A written corrective goal to be achieved;
- o        A written time frame for the above to be achieved.

Additionally, an evaluation containing such a rating shall be discussed with the employee and the employee is encouraged to sign the evaluation. If the employee refuses to sign, it will be so noted and the evaluation will be placed in the employee's personnel file.



The Performance Evaluation process is independent from the Corrective Action Procedure.

Section 16                    Department Staffing Schedules shall be posted not later than one (1) week in advance.

Section 17:                Work Experience Program - The Hospital may engage in a program to give work experience training to participants. These participants will not be used to either replace or reduce bargaining unit employees on a temporary or permanent basis. The participants may from time to time also perform work which is performed by bargaining unit employees for special projects or in emergency situations with notice to CSEA. Hours of work, shifts, wages or employment benefits, promotional opportunities and filling of vacancies for bargaining unit members will not be affected by the use of work experience participants. The Hospital has the right to determine staffing levels within any given unit within The Hospital.

## **ARTICLE 18                    GRIEVANCE PROCEDURE**

Section 1                    The grievance procedure shall consist of three (3) procedural stages. Both parties encourage settlement of all grievances at the lowest possible stage in the most efficient manner.

A grievance is defined as a dispute concerning the interpretation, application, or claimed violation of a specific term or provision of this agreement. A grievance may be filed by an individual employee on their own behalf. The CSEA unit president may file grievances on behalf of the Union on salary and working hours only. At Step 1, grievances filed by the unit president will be directed to the supervisor involved.

Section 2                    Step I - The grievant shall present his/her grievance to his/her immediate supervisor (for nursing departments this shall mean the Director of Nursing) no more than ten (10) working days after its occurrence. The supervisor shall issue his/her determination within ten (10) working days after reviewing the grievance. His/her decision shall be in writing.

Step 2 - If the grievant is dissatisfied, he shall request a review of Step 1 determination by the Chief Executive Officer or designee within ten (10) working days after receiving it. The Chief Executive Officer or designee shall review the grievance material whether oral and/or written and shall present his determination within ten (10) working days following the hearing. His decision shall be in writing.

Step 3 - If the grievance is not settled at Step 2, the employee may request to the CSEA that said grievance be submitted to binding arbitration. The CSEA unit president will, in consultation with the association's staff member and other officers having interest, determine the appropriateness of submitting said grievance to arbitration. If arbitration is requested, the party seeking arbitration shall notify the New York State Public Employment Relations Board (PERB) and request a list of arbitrators from the PERB panel. The parties (Hospital and CSEA) agree that arbitrators included in "Zone 4-Downstate New York" on the PERB panel shall not be included in any list of arbitrators provided by PERB. The parties further agree that PERB will include three (3) arbitrators from "Zone 2-Central New York", two (2) arbitrators from "Zone 1-Western New York", and two (2) arbitrators from Zone 3-Upstate New York" on any list of arbitrators provided to the parties. In all other respects, the PERB Rules and Procedures for grievance arbitration and selection of arbitrators shall apply. The arbitrator shall have no authority to modify this agreement but will be limited to interpretation only. His decision shall be final and binding on both parties. Both parties agree to share equally the cost of arbitration. The grievant shall request arbitration within ten (10) working days after receiving the Step 2 determination.

Section 3

Failure of a grievant to follow the time limits set forth within each step shall bar the grievance from continuing and same shall be deemed to have been settled at that last step. Failure of the Hearing Officer to respond within the time limits of each step shall bar him from issuing a decision in the matter and the grievance shall be deemed to have been unresolved at that step. The parties may extend the time limit at any stage by mutual agreement.

**ARTICLE 19-**

**UNION SECURITY**

Section 1

Past Practice - All existing rules, regulations, practices, benefits and general working conditions previously granted and allowed by The Hospital, unless specifically changed by this agreement, shall remain in full force and effect during the life of this agreement. In order to be considered a past practice, it must be unequivocal, clearly enunciated and acted upon, and readily ascertainable over a period of time as a fixed practice accepted by both The Hospital and the bargaining unit.

Section 2

Re-opener Clause - There will be no re-opener for the life of this contract.

**ARTICLE 20-**

**CONTRACT PREPARATION AND DISTRIBUTION**

**Section 1**

The Hospital will be responsible for typing and assembling all new contracts or amendments. CSEA will be responsible for assembling and printing this contract or amendments.

**Section 2**

The Hospital will be responsible for distributing contracts to the CSEA area representative and to all employees governed by the contract.

**ARTICLE 21-**

**SAVINGS CLAUSE**

**Section 1**

If any article or part thereof of this agreement or any addition thereto should be decided as in violation of any Federal, State or applicable local law, or if adherence to or enforcement of any article or part thereof should be restrained by a court of law, the remaining articles of this agreement or any addition thereto shall not be affected.

**Section 2**

If a determination or decision is made as per Section 1 of this article, the parties to this agreement shall convene immediately for the purposes of negotiating a satisfactory replacement for such article or part thereof.

**ARTICLE 22**

**NON-DISCRIMINATION**

Neither The Hospital nor CSEA will discriminate against any employee or applicant for employment as an employee, in any matter relating to employment, because of race, color, creed, national origin, sex, marital status, age, disability, or activity on behalf of CSEA.

**ARTICLE 23-**

**MANDATED CLAUSE**

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE 24- DURATION**

This agreement shall become effective January 1, 2001 and shall continue in full force and effect through December 31, 2004, except the wage adjustment will be effective as stated in Article 3, Section 1A. All modifications made to this contract will become effective July 1, 2001, or as specifically stated elsewhere in contract.

**ARTICLE 25- POSTING JOB VACANCIES**

The employer shall post all job vacancies for seven consecutive days for positions represented by CSEA. First consideration will be given to current employees with the same title seeking transfer to a vacant position. Other hospital employees will be considered provided they meet the minimum qualifications. In making a determination, the employer shall consider the position requirements and the employee's qualifications. When employee's qualifications are equal, the employer shall be guided by seniority.

For all competitive positions, Civil Service rules shall apply.

The posted notice will include:

- (1) title of position,
- (2) salary range,
- (3) hours of work,
- (4) location of position,
- (5) minimum qualifications,
- (6) date position will be filled (if an internal transfer, date will be jointly agreed upon by department heads involved).

All interested employees shall notify department head in which the vacancy occurs, in writing, of his/her interest in being considered for the position.

**ARTICLE 26: EAP PROGRAM**

In order to assist employees with problems related to substance abuse, domestic violence, financial problems, mental illness or disease, or other personal problems, the employer may support an Employee Assistance Program to provide the following in a confidential manner:

Twenty-four Hour hot-line and crisis intervention  
Short-term counseling, evaluation, and referral  
Off-site counseling


The employer may opt out of providing said program at any time based on the program's availability and cost.

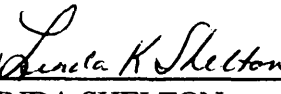
**ARTICLE 27:**

**UNIFORM ALLOWANCES**

Full time and part time employees who are required by departmental policy to wear specific uniforms shall receive either an annual reimbursement for the purchase of such uniforms or shall have such uniforms provided by The Hospital, at the discretion of The Hospital. Full time employees may be reimbursed to a maximum of \$100 annually and part time employees to a maximum of \$50 annually.

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives.


S/  Date 1/17/02  
CHARLES GREGORY  
CSEA LABOR RELATIONS  
SPECIALIST


S/  Date 1/28/02  
LINDA SHELTON  
CSEA UNIT PRESIDENT

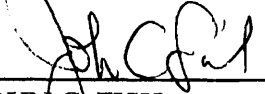
S/  Date 1-28-02  
PATTI FUNKE  
CSEA COMMITTEE MEMBER

S/  Date 1-28-02  
CHERYL CUTTING  
CSEA COMMITTEE MEMBER

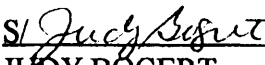
S/  Date 1/28/02  
STEVE TISKA  
CSEA COMMITTEE MEMBER

S/  Date 1/28/02  
ANA ARENTH  
CSEA COMMITTEE MEMBER

S/  Date 1-22-02  
RUSSELL TEST  
CHIEF EXECUTIVE OFFICER  
THE HOSPITAL

S/  Date 2-20-02  
JOHN C. FISH  
CHIEF NEGOTIATOR  
THE HOSPITAL

S/  Date 2/17/02  
PAUL SUMMERS  
THE HOSPITAL NEGOTIATING TEAM

S/  Date 2/13/02  
JUDY BOGERT  
THE HOSPITAL NEGOTIATING TEAM

S/  Date 2/13/02  
PATRICK MONGILLO  
THE HOSPITAL NEGOTIATING TEAM

## CSEA Wage Rates

	Effective July 1, 2001	Current	Current	% inc. of	New	4.01%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.25%	1.25%	1.25%	1.25%	1.25%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
	Titles	Grade	Minimum	Range	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1	Cleaner	1	6.602	4.06%	6.870	7.145	7.281	7.420	7.561	7.704	7.851	8.000	8.152	8.307	8.410	8.516	8.622	8.730	8.839	8.927	9.017	9.107	9.188	9.290	9.383	9.477	9.571	9.667	9.764
2	Food Service Helper	1	6.602	4.06%	6.870	7.145	7.281	7.420	7.561	7.704	7.851	8.000	8.152	8.307	8.410	8.516	8.622	8.730	8.839	8.927	9.017	9.107	9.188	9.290	9.383	9.477	9.571	9.667	9.764
3	Nurse's Aide	2.5	7.000	15.71%	8.100	8.425	8.585	8.748	8.914	9.084	9.256	9.432	9.611	9.794	9.918	10.040	10.166	10.293	10.421	10.526	10.631	10.737	10.845	10.953	11.063	11.173	11.285	11.398	11.512
4	Admissions Clerk	3	7.178	7.97%	7.750	8.081	8.214	8.370	8.529	8.691	8.856	9.024	9.196	9.371	9.488	9.608	9.728	9.848	9.971	10.071	10.172	10.273	10.376	10.480	10.585	10.690	10.797	10.905	11.014
5	Clerk	3	7.178	4.07%	7.470	7.770	7.917	8.068	8.221	8.377	8.536	8.698	8.864	9.032	9.145	9.259	9.375	9.492	9.611	9.707	9.804	9.902	10.001	10.101	10.202	10.304	10.407	10.511	10.618
6	Laboratory Aide	3	7.178	4.07%	7.470	7.770	7.917	8.068	8.221	8.377	8.536	8.698	8.864	9.032	9.145	9.259	9.375	9.492	9.611	9.707	9.804	9.902	10.001	10.101	10.202	10.304	10.407	10.511	10.618
7	Linin Clerk	3	7.178	4.07%	7.470	7.770	7.917	8.068	8.221	8.377	8.536	8.698	8.864	9.032	9.145	9.259	9.375	9.492	9.611	9.707	9.804	9.902	10.001	10.101	10.202	10.304	10.407	10.511	10.618
8	Receptionist	3	7.178	6.16%	7.620	7.926	8.076	8.230	8.386	8.545	8.708	8.873	9.042	9.213	9.329	9.445	9.563	9.683	9.804	9.902	10.001	10.101	10.202	10.304	10.407	10.511	10.618	10.722	10.830
9	Stock Clerk	3	7.178	6.16%	7.620	7.926	8.076	8.230	8.386	8.545	8.708	8.873	9.042	9.213	9.329	9.445	9.563	9.683	9.804	9.902	10.001	10.101	10.202	10.304	10.407	10.511	10.618	10.722	10.830
10	Ward Clerk	3	7.178	4.49%	7.500	7.801	7.949	8.100	8.254	8.411	8.571	8.733	8.899	9.068	9.182	9.297	9.413	9.530	9.650	9.748	9.843	9.942	10.041	10.142	10.243	10.346	10.449	10.554	10.659
11	Dietary Aide	3	7.178	4.07%	7.470	7.770	7.917	8.068	8.221	8.377	8.536	8.698	8.864	9.032	9.145	9.259	9.375	9.492	9.611	9.707	9.804	9.902	10.001	10.101	10.202	10.304	10.407	10.511	10.618
12	Coffee Shop Manager	4	7.508	4.02%	7.810	8.123	8.278	8.435	8.595	8.758	8.925	9.094	9.267	9.443	9.561	9.681	9.802	9.924	10.048	10.149	10.250	10.353	10.456	10.561	10.667	10.773	10.881	10.990	11.100
13	Cook	4	7.508	4.02%	7.810	8.123	8.278	8.435	8.595	8.758	8.925	9.094	9.267	9.443	9.561	9.681	9.802	9.924	10.048	10.149	10.250	10.353	10.456	10.561	10.667	10.773	10.881	10.990	11.100
14	Leis. Time Activity Aide	4	7.508	4.02%	7.810	8.123	8.278	8.435	8.595	8.758	8.925	9.094	9.267	9.443	9.561	9.681	9.802	9.924	10.048	10.149	10.250	10.353	10.456	10.561	10.667	10.773	10.881	10.990	11.100
15	Medical Billing Clerk	5	7.926	4.09%	8.250	8.581	8.744	8.910	9.079	9.252	9.428	9.607	9.789	9.975	10.100	10.226	10.354	10.483	10.614	10.721	10.828	10.936	11.045	11.156	11.267	11.380	11.494	11.609	11.725
16	Medical Records Clerk	5	7.926	4.09%	8.250	8.581	8.744	8.910	9.079	9.252	9.428	9.607	9.789	9.975	10.100	10.226	10.354	10.483	10.614	10.721	10.828	10.936	11.045	11.156	11.267	11.380	11.494	11.609	11.725
17	Medical Typist	5	7.926	11.15%	8.810	9.163	9.337	9.515	9.696	9.880	10.068	10.259	10.454	10.652	10.785	10.920	11.057	11.195	11.335	11.448	11.563	11.678	11.795	11.913	12.032	12.153	12.274	12.397	12.521
18	Pharmacy Aide	5	7.926	4.09%	8.250	8.581	8.744	8.910	9.079	9.252	9.428	9.607	9.789	9.975	10.100	10.226	10.354	10.483	10.614	10.721	10.828	10.936	11.045	11.156	11.267	11.380	11.494	11.609	11.725
19	Computer Operator	6	8.502	4.09%	8.850	9.205	9.380	9.558	9.740	9.925	10.113	10.305	10.501	10.701	10.834	10.970	11.107	11.246	11.386	11.500	11.615	11.731	11.849	11.967	12.087	12.208	12.330	12.453	12.578
20	Credit Clerk	6	8.502	4.09%	8.850	9.205	9.380	9.558	9.740	9.925	10.113	10.305	10.501	10.701	10.834	10.970	11.107	11.246	11.386	11.500	11.615	11.731	11.849	11.967	12.087	12.208	12.330	12.453	12.578
21	Dietetic Tech	6	8.502	4.09%	8.850	9.205	9.380	9.558	9.740	9.925	10.113	10.305	10.501	10.701	10.834	10.970	11.107	11.246	11.386	11.500	11.615	11.731	11.849	11.967	12.087	12.208	12.330	12.453	12.578
22	Housekeeper	6	8.502	4.09%	8.850	9.205	9.380	9.558	9.740	9.925	10.113	10.305	10.501	10.701	10.834	10.970	11.107	11.246	11.386	11.500	11.615	11.731	11.849	11.967	12.087	12.208	12.330	12.453	12.578
23	Lab Tech	6	8.502	4.09%	8.850	9.205	9.380	9.558	9.740	9.925	10.113	10.305	10.501	10.701	10.834	10.970	11.107	11.246	11.386	11.500	11.615	11.731	11.849	11.967	12.087	12.208	12.330	12.453	12.578
24	Medical Records Tech	6	8.502	5.86%	9.000	9.381	9.539	9.720	9.905	10.093	10.285	10.480	10.679	10.882	11.018	11.158	11.295	11.436	11.579	11.695	11.812	11.930	12.050	12.170	12.292	12.415	12.539	12.664	12.791
25	LPN	6.5	9.076	12.94%	10.250	10.661	10.864	11.070	11.280	11.495	11.713	11.936	12.162	12.393	12.548	12.705	12.864	13.025	13.188	13.320	13.453	13.587	13.723	13.860	13.999	14.139	14.280	14.423	14.567
26	Pat. Financial Counselor	6.5	9.076	4.01%	9.440	9.819	10.005	10.195	10.389	10.586	10.787	10.992	11.201	11.414	11.557	11.701	11.847	11.996	12.146	12.267	12.390	12.514	12.639	12.765	12.893	13.022	13.152	13.283	13.416
27	Sr. Medical Billing Clerk	6.5	9.076	4.01%	9.440	9.819	10.005	10.195	10.389	10.586	10.787	10.992	11.201	11.414	11.557	11.701	11.847	11.996	12.146	12.267	12.390	12.514	12.639	12.765	12.893	13.022	13.152	13.283	13.416
28	Physical Therapy Assist	7	9.650	6.74%	10.300	10.713	10.917	11.124	11.335	11.551	11.770	11.994	12.222	12.454	12.610	12.767	12.927	13.088	13.252	13.385	13.518	13.654	13.790	13.928	14.067	14.208	14.350	14.494	14.638
29	Sr. Lab Tech	7.5	10.055	6.61%	10.720	11.150	11.382	11.578	11.788	12.022	12.250	12.483	12.720	12.962	13.124	13.288	13.454	13.622	13.792	13.930	14.070	14.210	14.352	14.496	14.641	14.787	14.935	15.084	15.235
30	Building Maint Mech	8	10.459	4.03%	10.880	11.316	11.531	11.750	11.974	12.201	12.433	12.669	12.910	13.155	13.320	13.488	13.655	13.825	13.998	14.138	14.280	14.422	14.567	14.712	14.859	15.008	15.158	15.310	15.463
31	Respiratory Therapist	8	10.459	5.17%	11.000	11.441	11.658	11.880	12.106	12.336	12.570	12.809	13.052	13.300	13.467	13.635	13.805	13.978	14.153	14.294	14.437	14.581	14.727	14.875	15.023	15.174	15.325	15.478	15.633
32	Social Work Assist	8	10.459	5.17%	11.000	11.441	11.658	11.880	12.106	12.336	12.570	12.809	13.052	13.300	13.467	13.635	13.805	13.978	14.153	14.294	14.437	14.581	14.727	14.875	15.023	15.174	15.325	15.478	15.633
33	Medical Technologist	9	11.454	10.01%	12.600	13.105	13.354	13.608	13.867	14.130	14.398	14.672	14.951	15.235	15.425	15.618	15.813	16.011	16.211	16.373	16.537	16.702	16.869	17.038	17.208	17.381	17.554	17.730	17.907
34	Registered Resp Therapist	9	11.454	9.13%	12.500	13.001	13.248	13.500	13.756	14.018	14.284	14.556	14.832	15.114	15.303	15.494	15.688	15.884	16.083	16.243	16.406	16.570	16.736	16.903	17.072	17.243	17.415	17.589	17.765
35	Sr. Purchasing Clerk	9	11.454	7.39%	12.300	12.793	13.038	13.284	13.536	13.794	14.056	14.323	14.595	14.872	15.058	15.246	15.437	15.630	15.825	15.983	16.143	16.305	16.468	16.632	16.799	16.967	17.136	17.308	17.481
36	Radiologic Technologist	10	12.240	7.03%	13.100	13.625	13.884	14.148	14.417	14.691	14.970	15.254	15.544	15.839	16.037	16.238	16.441	16.646	16.854	17.023	17.193	17.365	17.539	17.714	17.891	18.070	18.251	18.433	18.618
37	Physical Therapist	11	13.898	22.32%	17.000	17.682	18.018	18.360	18.709	19.064	19.427	19.796	20.172	20.555	20.812	21.072	21.335	21.602	21.872	22.091	22.312	22.535	22.760	22.988	23.218	23.450	23.684	23.921	24.161
38	Certified Ultrasonography	14	15.104	4.01%	15.710	16.340	16.650	16.967	17.289	17.618	17.952	18.293	18.641	18.996	19.233	19.473	19.717	19.963	20.212	20.415	20.619	20.825	21.033	21.244	21.458	21.671	21.887	22.106	22.32

## CSEA Wage Rates

Effective Jan. 1, 2002	Step	4.01%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.25%	1.25%	1.25%	1.25%	1.25%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1 Cleaner	7.042	7.324	7.463	7.605	7.750	7.897	8.047	8.200	8.356	8.514	8.621	8.728	8.838	8.948	9.060	9.151	9.242	9.334	9.428	9.522	9.617	9.713	9.811	9.909	10.008
2 Food Service Helper	7.042	7.324	7.463	7.605	7.750	7.897	8.047	8.200	8.356	8.514	8.621	8.728	8.838	8.948	9.060	9.151	9.242	9.334	9.428	9.522	9.617	9.713	9.811	9.909	10.008
3 Nurse's Aide	8.303	8.635	8.800	8.967	9.137	9.311	9.488	9.668	9.852	10.039	10.164	10.291	10.420	10.550	10.682	10.789	10.897	11.006	11.116	11.227	11.339	11.453	11.567	11.683	11.800
4 Admissions Clerk	7.944	8.262	8.419	8.579	8.742	8.908	9.078	9.250	9.426	9.605	9.725	9.847	9.970	10.094	10.220	10.323	10.426	10.530	10.635	10.742	10.849	10.958	11.067	11.178	11.290
5 Clerk	7.657	7.964	8.115	8.269	8.426	8.587	8.750	8.916	9.085	9.258	9.374	9.491	9.609	9.730	9.851	9.950	10.049	10.150	10.251	10.354	10.457	10.562	10.667	10.774	10.882
6 Laboratory Aide	7.657	7.964	8.115	8.269	8.426	8.587	8.750	8.916	9.085	9.258	9.374	9.491	9.609	9.730	9.851	9.950	10.049	10.150	10.251	10.354	10.457	10.562	10.667	10.774	10.882
7 Linen Clerk	7.657	7.964	8.115	8.269	8.426	8.587	8.750	8.916	9.085	9.258	9.374	9.491	9.609	9.730	9.851	9.950	10.049	10.150	10.251	10.354	10.457	10.562	10.667	10.774	10.882
8 Receptionist	7.811	8.124	8.278	8.435	8.596	8.759	8.925	9.095	9.268	9.444	9.562	9.681	9.802	9.925	10.049	10.149	10.251	10.353	10.457	10.562	10.667	10.774	10.882	10.990	11.100
9 Stock Clerk	7.811	8.124	8.278	8.435	8.596	8.759	8.925	9.095	9.268	9.444	9.562	9.681	9.802	9.925	10.049	10.149	10.251	10.353	10.457	10.562	10.667	10.774	10.882	10.990	11.100
10 Ward Clerk	7.688	7.996	8.148	8.302	8.460	8.621	8.785	8.952	9.122	9.295	9.411	9.529	9.648	9.769	9.891	9.990	10.090	10.190	10.292	10.395	10.499	10.604	10.710	10.817	10.926
11 Dietary Aide	7.657	7.964	8.115	8.269	8.426	8.587	8.750	8.916	9.085	9.258	9.374	9.491	9.609	9.730	9.851	9.950	10.049	10.150	10.251	10.354	10.457	10.562	10.667	10.774	10.882
12 Coffee Shop Manager	8.005	8.326	8.484	8.646	8.810	8.977	9.148	9.322	9.499	9.679	9.800	9.923	10.047	10.172	10.300	10.403	10.507	10.612	10.718	10.825	10.933	11.043	11.153	11.264	11.377
13 Cook	8.005	8.326	8.484	8.646	8.810	8.977	9.148	9.322	9.499	9.679	9.800	9.923	10.047	10.172	10.300	10.403	10.507	10.612	10.718	10.825	10.933	11.043	11.153	11.264	11.377
14 Leis. Time Activity Aide	8.005	8.326	8.484	8.646	8.810	8.977	9.148	9.322	9.499	9.679	9.800	9.923	10.047	10.172	10.300	10.403	10.507	10.612	10.718	10.825	10.933	11.043	11.153	11.264	11.377
15 Medical Billing Clerk	8.456	8.795	8.962	9.133	9.306	9.483	9.663	9.847	10.034	10.225	10.352	10.482	10.613	10.745	10.880	10.989	11.099	11.209	11.322	11.435	11.549	11.665	11.781	11.899	12.018
16 Medical Records Clerk	8.456	8.795	8.962	9.133	9.306	9.483	9.663	9.847	10.034	10.225	10.352	10.482	10.613	10.745	10.880	10.989	11.099	11.209	11.322	11.435	11.549	11.665	11.781	11.899	12.018
17 Medical Typist	9.030	9.392	9.571	9.753	9.938	10.127	10.319	10.515	10.715	10.919	11.055	11.193	11.333	11.475	11.618	11.735	11.852	11.970	12.090	12.211	12.333	12.456	12.581	12.707	12.834
18 Pharmacy Aide	8.456	8.795	8.962	9.133	9.306	9.483	9.663	9.847	10.034	10.225	10.352	10.482	10.613	10.745	10.880	10.989	11.099	11.209	11.322	11.435	11.549	11.665	11.781	11.899	12.018
19 Computer Operator	9.071	9.435	9.614	9.797	9.983	10.173	10.366	10.563	10.764	10.968	11.105	11.244	11.385	11.527	11.671	11.788	11.906	12.025	12.145	12.266	12.389	12.513	12.638	12.764	12.892
20 Credit Clerk	9.071	9.435	9.614	9.797	9.983	10.173	10.366	10.563	10.764	10.968	11.105	11.244	11.385	11.527	11.671	11.788	11.906	12.025	12.145	12.266	12.389	12.513	12.638	12.764	12.892
21 Dietetic Tech	9.071	9.435	9.614	9.797	9.983	10.173	10.366	10.563	10.764	10.968	11.105	11.244	11.385	11.527	11.671	11.788	11.906	12.025	12.145	12.266	12.389	12.513	12.638	12.764	12.892
22 Housekeeper	9.071	9.435	9.614	9.797	9.983	10.173	10.366	10.563	10.764	10.968	11.105	11.244	11.385	11.527	11.671	11.788	11.906	12.025	12.145	12.266	12.389	12.513	12.638	12.764	12.892
23 Lab Tech	9.071	9.435	9.614	9.797	9.983	10.173	10.366	10.563	10.764	10.968	11.105	11.244	11.385	11.527	11.671	11.788	11.906	12.025	12.145	12.266	12.389	12.513	12.638	12.764	12.892
24 Medical Records Tech	9.225	9.595	9.777	9.963	10.152	10.345	10.542	10.742	10.946	11.154	11.294	11.435	11.578	11.722	11.869	11.988	12.107	12.229	12.351	12.474	12.599	12.725	12.852	12.981	13.111
25 LPN	10.506	10.928	11.135	11.347	11.562	11.782	12.006	12.234	12.466	12.703	12.862	13.023	13.186	13.350	13.517	13.653	13.789	13.927	14.066	14.207	14.349	14.492	14.637	14.784	14.932
26 Pat. Financial Counselor	9.676	10.064	10.255	10.450	10.649	10.851	11.057	11.267	11.481	11.699	11.846	11.994	12.144	12.295	12.449	12.574	12.699	12.826	12.955	13.084	13.215	13.347	13.481	13.615	13.752
27 Sr. Medical Billing Clerk	9.676	10.064	10.255	10.450	10.649	10.851	11.057	11.267	11.481	11.699	11.846	11.994	12.144	12.295	12.449	12.574	12.699	12.826	12.955	13.084	13.215	13.347	13.481	13.615	13.752
28 Physical Therapy Assist	10.558	10.981	11.189	11.402	11.619	11.839	12.064	12.294	12.527	12.765	12.925	13.086	13.250	13.416	13.583	13.719	13.856	13.995	14.135	14.276	14.419	14.563	14.709	14.856	15.004
29 Sr. Lab Tech	10.988	11.429	11.646	11.867	12.093	12.322	12.556	12.795	13.038	13.286	13.452	13.620	13.790	13.963	14.137	14.279	14.421	14.566	14.711	14.858	15.007	15.157	15.309	15.462	15.616
30 Building Maint Mech	11.152	11.599	11.820	12.044	12.273	12.506	12.744	12.986	13.233	13.484	13.653	13.823	13.996	14.171	14.348	14.492	14.637	14.783	14.931	15.080	15.231	15.383	15.537	15.692	15.849
31 Respiratory Therapist	11.275	11.727	11.950	12.177	12.408	12.644	12.884	13.129	13.379	13.633	13.803	13.976	14.150	14.327	14.506	14.651	14.798	14.946	15.095	15.246	15.399	15.553	15.708	15.865	16.024
32 Social Work Assist	11.275	11.727	11.950	12.177	12.408	12.644	12.884	13.129	13.379	13.633	13.803	13.976	14.150	14.327	14.506	14.651	14.798	14.946	15.095	15.246	15.399	15.553	15.708	15.865	16.024
33 Medical Technologist	12.915	13.433	13.688	13.948	14.213	14.483	14.758	15.039	15.325	15.616	15.811	16.009	16.209	16.411	16.616	16.783	16.950	17.120	17.291	17.464	17.639	17.815	17.993	18.173	18.355
34 Registered Resp Therapi	12.813	13.326	13.579	13.837	14.100	14.368	14.641	14.919	15.203	15.492	15.685	15.882	16.080	16.281	16.485	16.649	16.816	16.984	17.154	17.325	17.499	17.674	17.850	18.029	18.209
35 Sr. Purchasing Clerk	12.608	13.113	13.362	13.616	13.875	14.138	14.407	14.681	14.960	15.244	15.435	15.627	15.823	16.021	16.221	16.383	16.547	16.712	16.879	17.048	17.219	17.391	17.565	17.740	17.918
36 Radiologic Technologist	13.428	13.966	14.231	14.502	14.777	15.058	15.344	15.636	15.933	16.235	16.438	16.644	16.852	17.063	17.276	17.44									



## CSEA Wage Rates

Effective Jan. 1, 2003	Step	4.01%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.25%	1.25%	1.25%	1.25%	1.25%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1 Cleaner	7.218	7.507	7.650	7.795	7.943	8.094	8.248	8.405	8.564	8.727	8.836	8.947	9.059	9.172	9.286	9.379	9.473	9.568	9.663	9.760	9.858	9.956	10.056	10.156	10.258
2 Food Service Helper	7.218	7.507	7.650	7.795	7.943	8.094	8.248	8.405	8.564	8.727	8.836	8.947	9.059	9.172	9.286	9.379	9.473	9.568	9.663	9.760	9.858	9.956	10.056	10.156	10.258
3 Nurse's Aide	8.510	8.851	9.019	9.191	9.365	9.543	9.725	9.910	10.098	10.290	10.418	10.549	10.680	10.814	10.949	11.059	11.169	11.281	11.394	11.508	11.623	11.739	11.856	11.975	12.095
4 Admissions Clerk	8.142	8.469	8.630	8.794	8.961	9.131	9.305	9.481	9.661	9.845	9.968	10.093	10.219	10.347	10.476	10.581	10.687	10.793	10.901	11.010	11.120	11.232	11.344	11.457	11.572
5 Clerk	7.848	8.163	8.318	8.476	8.637	8.801	8.968	9.139	9.312	9.489	9.608	9.728	9.850	9.973	10.097	10.198	10.300	10.403	10.507	10.613	10.719	10.826	10.934	11.043	11.154
6 Laboratory Aide	7.848	8.163	8.318	8.476	8.637	8.801	8.968	9.139	9.312	9.489	9.608	9.728	9.850	9.973	10.097	10.198	10.300	10.403	10.507	10.613	10.719	10.826	10.934	11.043	11.154
7 Linen Clerk	7.848	8.163	8.318	8.476	8.637	8.801	8.968	9.139	9.312	9.489	9.608	9.728	9.850	9.973	10.097	10.198	10.300	10.403	10.507	10.613	10.719	10.826	10.934	11.043	11.154
8 Receptionist	8.006	8.327	8.485	8.646	8.810	8.978	9.148	9.322	9.499	9.680	9.801	9.923	10.047	10.173	10.300	10.403	10.507	10.612	10.718	10.826	10.934	11.043	11.154	11.265	11.378
9 Stock Clerk	8.006	8.327	8.485	8.646	8.810	8.978	9.148	9.322	9.499	9.680	9.801	9.923	10.047	10.173	10.300	10.403	10.507	10.612	10.718	10.826	10.934	11.043	11.154	11.265	11.378
10 Ward Clerk	7.880	8.198	8.351	8.510	8.672	8.837	9.004	9.175	9.350	9.527	9.647	9.787	9.889	10.013	10.138	10.239	10.342	10.445	10.550	10.655	10.762	10.869	10.978	11.088	11.199
11 Dietary Aide	7.848	8.163	8.318	8.476	8.637	8.801	8.968	9.139	9.312	9.489	9.608	9.728	9.850	9.973	10.097	10.198	10.300	10.403	10.507	10.613	10.719	10.826	10.934	11.043	11.154
12 Coffee Shop Manager	8.205	8.534	8.697	8.862	9.030	9.202	9.377	9.555	9.736	9.921	10.045	10.171	10.298	10.427	10.557	10.663	10.769	10.877	10.986	11.096	11.207	11.319	11.432	11.546	11.662
13 Cook	8.205	8.534	8.697	8.862	9.030	9.202	9.377	9.555	9.736	9.921	10.045	10.171	10.298	10.427	10.557	10.663	10.769	10.877	10.986	11.096	11.207	11.319	11.432	11.546	11.662
14 Ls. Time Activity Aide	8.205	8.534	8.697	8.862	9.030	9.202	9.377	9.555	9.736	9.921	10.045	10.171	10.298	10.427	10.557	10.663	10.769	10.877	10.986	11.096	11.207	11.319	11.432	11.546	11.662
15 Medical Billing Clerk	8.668	9.015	9.187	9.361	9.539	9.720	9.905	10.093	10.285	10.480	10.611	10.744	10.878	11.014	11.152	11.283	11.376	11.490	11.605	11.721	11.838	11.956	12.076	12.197	12.319
16 Medical Records Clerk	8.668	9.015	9.187	9.361	9.539	9.720	9.905	10.093	10.285	10.480	10.611	10.744	10.878	11.014	11.152	11.283	11.376	11.490	11.605	11.721	11.838	11.956	12.076	12.197	12.319
17 Medical Typist	9.256	9.627	9.810	9.996	10.186	10.380	10.577	10.778	10.983	11.192	11.331	11.473	11.617	11.762	11.909	12.028	12.148	12.270	12.392	12.516	12.641	12.768	12.896	13.024	13.155
18 Pharmacy Aide	8.668	9.015	9.187	9.361	9.539	9.720	9.905	10.093	10.285	10.480	10.611	10.744	10.878	11.014	11.152	11.283	11.376	11.490	11.605	11.721	11.838	11.956	12.076	12.197	12.319
19 Computer Operator	9.298	9.671	9.855	10.042	10.233	10.427	10.625	10.827	11.033	11.242	11.383	11.525	11.669	11.815	11.963	12.082	12.203	12.325	12.449	12.573	12.699	12.826	12.954	13.084	13.214
20 Credit Clerk	9.298	9.671	9.855	10.042	10.233	10.427	10.625	10.827	11.033	11.242	11.383	11.525	11.669	11.815	11.963	12.082	12.203	12.325	12.449	12.573	12.699	12.826	12.954	13.084	13.214
21 Dietetic Tech	9.298	9.671	9.855	10.042	10.233	10.427	10.625	10.827	11.033	11.242	11.383	11.525	11.669	11.815	11.963	12.082	12.203	12.325	12.449	12.573	12.699	12.826	12.954	13.084	13.214
22 Housekeeper	9.298	9.671	9.855	10.042	10.233	10.427	10.625	10.827	11.033	11.242	11.383	11.525	11.669	11.815	11.963	12.082	12.203	12.325	12.449	12.573	12.699	12.826	12.954	13.084	13.214
23 Lab Tech	9.298	9.671	9.855	10.042	10.233	10.427	10.625	10.827	11.033	11.242	11.383	11.525	11.669	11.815	11.963	12.082	12.203	12.325	12.449	12.573	12.699	12.826	12.954	13.084	13.214
24 Medical Records Tech	9.456	9.835	10.022	10.212	10.406	10.604	10.805	11.011	11.220	11.433	11.576	11.721	11.867	12.015	12.166	12.287	12.410	12.534	12.660	12.786	12.914	13.043	13.174	13.305	13.438
25 LPN	10.789	11.201	11.414	11.630	11.851	12.077	12.306	12.540	12.778	13.021	13.184	13.348	13.515	13.684	13.855	13.994	14.134	14.275	14.418	14.562	14.708	14.855	15.003	15.153	15.305
26 Pat. Financial Counselor	9.918	10.316	10.512	10.711	10.915	11.122	11.334	11.549	11.768	11.992	12.142	12.294	12.447	12.603	12.760	12.888	13.017	13.147	13.278	13.411	13.545	13.681	13.818	13.956	14.095
27 Sr. Medical Billing Clerk	9.918	10.316	10.512	10.711	10.915	11.122	11.334	11.549	11.768	11.992	12.142	12.294	12.447	12.603	12.760	12.888	13.017	13.147	13.278	13.411	13.545	13.681	13.818	13.956	14.095
28 Physical Therapy Assist	10.821	11.255	11.469	11.687	11.909	12.135	12.366	12.601	12.840	13.084	13.248	13.414	13.581	13.751	13.923	14.082	14.203	14.345	14.488	14.633	14.779	14.927	15.076	15.227	15.380
29 Sr. Lab Tech	11.263	11.714	11.937	12.164	12.395	12.630	12.870	13.115	13.364	13.618	13.788	13.961	14.135	14.312	14.491	14.636	14.782	14.930	15.079	15.230	15.382	15.536	15.691	15.848	16.007
30 Building Maint Mech	11.431	11.889	12.115	12.345	12.580	12.819	13.062	13.311	13.563	13.821	13.994	14.169	14.346	14.525	14.707	14.854	15.002	15.153	15.304	15.457	15.612	15.768	15.925	16.085	16.246
31 Respiratory Therapist	11.557	12.020	12.249	12.481	12.719	12.960	13.206	13.457	13.713	13.974	14.148	14.325	14.504	14.686	14.869	15.018	15.168	15.320	15.473	15.628	15.784	15.942	16.101	16.262	16.425
32 Social Work Assist	11.557	12.020	12.249	12.481	12.719	12.960	13.206	13.457	13.713	13.974	14.148	14.325	14.504	14.686	14.869	15.018	15.168	15.320	15.473	15.628	15.784	15.942	16.101	16.262	16.425
33 Medical Technologist	13.238	13.769	14.030	14.297	14.569	14.845	15.127	15.415	15.708	16.006	16.206	16.409	16.614	16.822	17.032	17.202	17.374	17.548	17.723	17.901	18.080	18.260	18.443	18.627	18.814
34 Registered Resp Therapi	13.133	13.659	13.919	14.183	14.453	14.728	15.007	15.292	15.583	15.879	16.078	16.279	16.482	16.688	16.897	17.066	17.236	17.409	17.583	17.759	17.936	18.116	18.297	18.480	18.664
35 Sr. Purchasing Clerk	12.923	13.441	13.696	13.956	14.222	14.492	14.767	15.048	15.334	15.625	15.820	16.018	16.218	16.421	16.626	16.793	16.961	17.130	17.301	17.474	17.649	17.826	18.004	18.184	18.366
36 Radiologic Technologist	13.763	14.315	14.587	14.864	15.147	15.434	15.728	16.027	16.331	16.641	16.849	17.060	17.273	17.489	17.708	17.885	18.064	18.244	18.427	18.611	18.797	18.985	19.175	19.367	19.560
37 Physical Therapist	17.861	18.577	18.930	19.289	19.656	20.029	20.410	20.798	21.193	21.596	21.866	22.139	22.416	22.696	22.979	23.209	23.441	23.676	23.913	24.152	24.393	24.637	24.883	25.132	25.384
38 Certified Ultrasonographer	16.505	17.167	17.493	17.826	18.164	18.510	18.861	19.220	19.585	19.957	20.206	20.459	20.715	20.974	21.236	21.448	21.663	21.879	22.098	22.319	22.542	22.768	22.995	23.225	23.457
39 Nuclear Med Technologist	17.577	18.282	18.629	18.983	19.344	19.711	20.086	20.467	20.856	21.253	21.518	21.787	22.060	22.335	22.615	22.841	23.069	23.300	23.533	23.768	24.006	24.246	24.488	24.733	24.981
40 Senior Physical Therapist	24.038	25.002	25.477	25.961	26.455	26.957	27.469	27.991	28.523	29.065	29.428	29.796	30.169	30.546	30.928	31.307	31.685	32.064	32.443	32.822	33.201	33.580	33.959	34.338	34.717
41 Computer Tech Assistant	9.298	9.671	9.855	10.042	10.233	10.427	10.625	10.827	11.033	11.242	11.383	11.525	11.669	11.815	11.963	12.082	12.203	12.325	12.449	12.573	12.699	12.826	12.954	13.084	13.214

## CSEA Wage Rates

Effective Jan. 1, 2004	Step	4.01%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.25%	1.25%	1.25%	1.25%	1.25%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
Titles	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1 Cleaner	7.398	7.695	7.841	7.990	8.142	8.297	8.454	8.615	8.779	8.945	9.057	9.170	9.285	9.401	9.519	9.614	9.710	9.807	9.905	10.004	10.104	10.205	10.307	10.410	10.514
2 Food Service Helper	7.398	7.695	7.841	7.990	8.142	8.297	8.454	8.615	8.779	8.945	9.057	9.170	9.285	9.401	9.519	9.614	9.710	9.807	9.905	10.004	10.104	10.205	10.307	10.410	10.514
3 Nurse's Aide	8.723	9.073	9.245	9.421	9.600	9.782	9.968	10.157	10.350	10.547	10.679	10.812	10.947	11.084	11.223	11.335	11.448	11.563	11.678	11.795	11.913	12.032	12.153	12.274	12.397
4 Admissions Clerk	8.346	8.681	8.848	9.014	9.185	9.359	9.537	9.718	9.903	10.091	10.217	10.345	10.474	10.605	10.738	10.845	10.954	11.063	11.174	11.286	11.398	11.512	11.628	11.744	11.861
5 Clerk	8.044	8.367	8.526	8.688	8.853	9.021	9.193	9.367	9.545	9.727	9.848	9.971	10.096	10.222	10.350	10.453	10.558	10.664	10.770	10.878	10.987	11.096	11.207	11.320	11.433
6 Laboratory Aide	8.044	8.367	8.526	8.688	8.853	9.021	9.193	9.367	9.545	9.727	9.848	9.971	10.096	10.222	10.350	10.453	10.558	10.664	10.770	10.878	10.987	11.096	11.207	11.320	11.433
7 Linen Clerk	8.044	8.367	8.526	8.688	8.853	9.021	9.193	9.367	9.545	9.727	9.848	9.971	10.096	10.222	10.350	10.453	10.558	10.664	10.770	10.878	10.987	11.096	11.207	11.320	11.433
8 Receptionist	8.208	8.535	8.697	8.862	9.031	9.202	9.377	9.555	9.737	9.922	10.046	10.172	10.299	10.427	10.558	10.663	10.770	10.878	10.986	11.096	11.207	11.319	11.433	11.547	11.662
9 Stock Clerk	8.206	8.535	8.697	8.862	9.031	9.202	9.377	9.555	9.737	9.922	10.046	10.172	10.299	10.427	10.558	10.663	10.770	10.878	10.986	11.096	11.207	11.319	11.433	11.547	11.662
10 Ward Clerk	8.077	8.401	8.560	8.723	8.889	9.057	9.230	9.405	9.584	9.766	9.888	10.011	10.136	10.263	10.391	10.495	10.600	10.706	10.813	10.922	11.031	11.141	11.252	11.365	11.479
11 Dietary Aide	8.044	8.367	8.526	8.688	8.853	9.021	9.193	9.367	9.545	9.727	9.848	9.971	10.096	10.222	10.350	10.453	10.558	10.664	10.770	10.878	10.987	11.096	11.207	11.320	11.433
12 Coffee Shop Manager	8.411	8.748	8.914	9.083	9.256	9.432	9.611	9.794	9.980	10.169	10.296	10.425	10.555	10.687	10.821	10.929	11.038	11.149	11.260	11.373	11.487	11.602	11.718	11.835	11.953
13 Cook	8.411	8.748	8.914	9.083	9.256	9.432	9.611	9.794	9.980	10.169	10.296	10.425	10.555	10.687	10.821	10.929	11.038	11.149	11.260	11.373	11.487	11.602	11.718	11.835	11.953
14 Ls. Time Activity Aide	8.411	8.748	8.914	9.083	9.256	9.432	9.611	9.794	9.980	10.169	10.296	10.425	10.555	10.687	10.821	10.929	11.038	11.149	11.260	11.373	11.487	11.602	11.718	11.835	11.953
15 Medical Billing Clerk	8.884	9.241	9.416	9.595	9.777	9.963	10.152	10.345	10.542	10.742	10.876	11.012	11.150	11.289	11.431	11.545	11.660	11.777	11.895	12.014	12.134	12.255	12.378	12.501	12.627
16 Medical Records Clerk	8.884	9.241	9.416	9.595	9.777	9.963	10.152	10.345	10.542	10.742	10.876	11.012	11.150	11.289	11.431	11.545	11.660	11.777	11.895	12.014	12.134	12.255	12.378	12.501	12.627
17 Medical Typist	9.487	9.868	10.055	10.246	10.441	10.639	10.842	11.048	11.257	11.471	11.615	11.760	11.907	12.056	12.207	12.329	12.452	12.576	12.702	12.829	12.957	13.087	13.218	13.350	13.484
18 Pharmacy Aide	8.884	9.241	9.416	9.595	9.777	9.963	10.152	10.345	10.542	10.742	10.876	11.012	11.150	11.289	11.431	11.545	11.660	11.777	11.895	12.014	12.134	12.255	12.378	12.501	12.627
19 Computer Operator	9.530	9.913	10.101	10.293	10.488	10.688	10.891	11.098	11.309	11.523	11.668	11.813	11.961	12.111	12.262	12.385	12.508	12.633	12.760	12.887	13.016	13.146	13.278	13.411	13.545
20 Credit Clerk	9.530	9.913	10.101	10.293	10.488	10.688	10.891	11.098	11.309	11.523	11.668	11.813	11.961	12.111	12.262	12.385	12.508	12.633	12.760	12.887	13.016	13.146	13.278	13.411	13.545
21 Dietetic Tech	9.530	9.913	10.101	10.293	10.488	10.688	10.891	11.098	11.309	11.523	11.668	11.813	11.961	12.111	12.262	12.385	12.508	12.633	12.760	12.887	13.016	13.146	13.278	13.411	13.545
22 Housekeeper	9.530	9.913	10.101	10.293	10.488	10.688	10.891	11.098	11.309	11.523	11.668	11.813	11.961	12.111	12.262	12.385	12.508	12.633	12.760	12.887	13.016	13.146	13.278	13.411	13.545
23 Lab Tech	9.530	9.913	10.101	10.293	10.488	10.688	10.891	11.098	11.309	11.523	11.668	11.813	11.961	12.111	12.262	12.385	12.508	12.633	12.760	12.887	13.016	13.146	13.278	13.411	13.545
24 Medical Records Tech	9.692	10.081	10.272	10.467	10.666	10.869	11.075	11.286	11.500	11.719	11.865	12.014	12.164	12.316	12.470	12.594	12.720	12.848	12.976	13.106	13.237	13.369	13.503	13.638	13.774
25 LPN	11.038	11.481	11.699	11.921	12.148	12.378	12.614	12.853	13.098	13.346	13.513	13.682	13.853	14.028	14.202	14.344	14.487	14.632	14.778	14.926	15.075	15.226	15.378	15.532	15.687
26 Pat. Financial Counselor	10.166	10.573	10.774	10.979	11.188	11.400	11.617	11.838	12.063	12.292	12.445	12.601	12.758	12.918	13.079	13.210	13.342	13.476	13.610	13.747	13.884	14.023	14.163	14.305	14.448
27 Sr. Medical Billing Clerk	10.166	10.573	10.774	10.979	11.188	11.400	11.617	11.838	12.063	12.292	12.445	12.601	12.758	12.918	13.079	13.210	13.342	13.476	13.610	13.747	13.884	14.023	14.163	14.305	14.448
28 Physical Therapy Assist	11.092	11.537	11.756	11.979	12.207	12.439	12.675	12.916	13.161	13.412	13.579	13.749	13.821	14.095	14.271	14.414	14.558	14.703	14.850	14.999	15.149	15.300	15.453	15.608	15.764
29 Sr. Lab Tech	11.544	12.007	12.235	12.468	12.705	12.946	13.192	13.443	13.698	13.958	14.133	14.310	14.488	14.669	14.853	15.001	15.151	15.303	15.456	15.611	15.767	15.924	16.084	16.244	16.407
30 Building Maint Mech	11.717	12.186	12.418	12.654	12.894	13.139	13.389	13.643	13.903	14.167	14.344	14.523	14.705	14.888	15.075	15.225	15.378	15.531	15.687	15.843	16.002	16.162	16.324	16.487	16.652
31 Respiratory Therapist	11.846	12.321	12.555	12.793	13.037	13.284	13.537	13.794	14.056	14.323	14.502	14.683	14.867	15.053	15.241	15.393	15.547	15.703	15.860	16.018	16.178	16.340	16.504	16.669	16.835
32 Social Work Assist	11.846	12.321	12.555	12.793	13.037	13.284	13.537	13.794	14.056	14.323	14.502	14.683	14.867	15.053	15.241	15.393	15.547	15.703	15.860	16.018	16.178	16.340	16.504	16.669	16.835
33 Medical Technologist	13.569	14.113	14.381	14.654	14.933	15.216	15.506	15.800	16.100	16.406	16.611	16.819	17.029	17.242	17.458	17.632	17.809	17.987	18.167	18.348	18.532	18.717	18.904	19.093	19.284
34 Registered Resp Therapist	13.461	14.001	14.267	14.538	14.814	15.096	15.383	15.675	15.973	16.276	16.480	16.688	16.894	17.105	17.319	17.492	17.667	17.844	18.022	18.203	18.385	18.568	18.754	18.942	19.131
35 Sr. Purchasing Clerk	13.246	13.777	14.039	14.305	14.577	14.854	15.136	15.424	15.717	16.016	16.216	16.419	16.624	16.832	17.042	17.212	17.385	17.558	17.734	17.911	18.090	18.271	18.454	18.639	18.825
36 Radiologic Technologist	14.107	14.673	14.952	15.236	15.525	15.820	16.121	16.427	16.739	17.057	17.271	17.486	17.705	17.926	18.150	18.332	18.515	18.700	18.887	19.076	19.267	19.460	19.654	19.851	20.049
37 Physical Therapist	18.307	19.041	19.403	19.772	20.147	20.530	20.920	21.318	21.723	22.135	22.412	22.692	22.976	23.263	23.554	23.790	24.027	24.268	24.510	24.755	25.003	25.253	25.506	25.761	26.018
38 Certified Ultrasonographer	16.918	17.596	17.931	18.271	18.619	18.972	19.333	19.700	20.074	20.456	20.711	20.970	21.233	21.498	21.767	21.984	22.204	22.426	22.650	22.877	23.106	23.337	23.570	23.806	24.044
39 Nuclear Med Technologist	18.016	18.739	19.095	19.458	19.827	20.204	20.588	20.979	21.378	21.784	22.056	22.332	22.611	22.894	23.180	23.412	23.646	23.882	24.121	24.362	24.606	24.852	25.100	25.351	25.605
40 Senior Physical Therapist	24.639	25.627	26.114	26.610	27.116	27.631	28.156	28.691	29.236	29.792	30.164	30.541	30.923	31.310	31.701	32.018	32.338	32.661	32.988	33.318	33.651	33.988	34.328	34.671	35.017
41 Computer Tech Assistant	9.530	9.913	10.101	10.293	10.488	10.688	10.891	11.098	11.309	11.523	11.668	11.813	11.961	12.111	12.262	12.385	12.508	12.633	12.760	12.887	13.016	13.146	13.278	13.411	13.545

Rec'd 2/11/02  
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PER DIEM RATES  
CSEA

Title	Effective 1/1/2002	1/1/2003	1/1/2004
Sr. Lab Tech.	14.1409	14.4944	14.8568
Respiratory Therapist	16.3160	16.7239	17.1420
Radiological Tech	19.4750	19.9619	20.4609
Ultrasonographer	23.4612	24.0478	24.6490
Medical Tech	16.316	16.7239	17.1420